

Project Summary for IAL Website

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Project Title:	The power of we: Using group-based methods to empower skills training participation and performance among lower-wage workers
Project Number:	GA24-01
Year of Approval:	2025
Funding Source:	WDARF
Objectives and intended outcomes of the project:	<p>This objective of this project is to develop and test novel intervention formats built on group processes, to enhance skills training participation and performance among lower-wage workers. We aim to explore the extent to which such group-based training formats are more effective than traditional individual-based training formats. These group-based formats will be theory-driven and based on existing research in planned behaviour, social class, and self-management.</p> <p>We hope to achieve two main outcomes from this project:</p> <ol style="list-style-type: none"> 1. Empirical evidence supporting our proposition that compared to standard recruitment and training formats based on individual contexts, group-based processes and contexts are more effective in influencing lower-wage workers to proactively participate in skills training. 2. An intervention framework for embedding effective group process and dynamics into career-relevant training. This will help improve engagement of lower-wage workers in training as well as their overall performance in training.
Project Team	
Principal Investigator:	<p>Dr Laurel Teo, Institute of Policy Studies (IPS), National University of Singapore (NUS)</p> <p>Co-PI: Assistant Professor Grace Lim, Nanyang Business School, Nanyang Technological University (NTU)</p>
Summary of Project (up to 300 words)	
<p>The Singapore government has long recognised the importance of reskilling and upskilling and has devoted considerable resources to encouraging Singaporeans to take ownership of their own skills enhancement and career management. Are Singapore workers heeding this call? Data from existing studies suggest that while Singapore workers are generally aware of the need to reskill/upskill, far fewer are taking action. This significant lag between awareness and action is especially acute among lower-wage workers. Yet there has been no lack of government schemes targeting lower income groups, through providing training allowance and cash rewards for completing training, for instance. This suggests that beyond such incentives, there is scope for refining how training support schemes are delivered to achieve greater effectiveness among the less privileged. Our project aims to develop research that can achieve this fine-tuning for lower-wage workers,</p>	

Building on prior research in planned behaviour, social class, and self-management, we employ a mixed-method design to:

- (a) Establish empirical support for our proposition that compared to standard individual-based formats, group-based recruitment and training formats would be more likely to improve:
 - a. Voluntary enrolment and engagement of lower-wage workers in skills training
 - b. Performance of and benefits gained by lower-wage workers in skills training
- (b) Develop an effective intervention framework for embedding effective group process and dynamics into career-relevant training for lower-wage workers

This will be achieved through a field experiment on economically active Singaporeans (drawn from a range of demographic profiles across income and education levels, gender, age and ethnic groups, industries etc.), in-depth interviews with social workers and lower-wage workers, and a set of workshops targeted at lower-wage workers, testing a newly developed intervention incorporating effective group processes.